



March 24, 2008

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF NEW CLASSIFICATIONS AND SALARY
ADJUSTMENTS APPLICABLE ONLY TO LACERA (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve Amendment No. 4 to the Memorandum of Understanding (MOU) for Bargaining Unit 850, LACERA Administrative, Technical, Clerical and Blue Collar;
2. Approve Amendment No. 4 to the Memorandum of Understanding (MOU) for Bargaining Unit 851, LACERA Supervisory;
3. Adopt the enclosed ordinance amending Title 6-Salaries of the Los Angeles County Code to establish new classifications and set salaries for designated LACERA personnel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The MOUs for Bargaining Units 850 and 851 have been ratified by the employee organization for a term covering the period of January 4, 2005, through December, 31, 2008. The recommended action is to implement Amendment No. 4 for Units 850 and 851, which are in accordance with the agreements of the parties, and approved by your Board. The Board of Retirement and Board of Investments approved on November 8, 2007 and December 12, 2008, new employee classifications and salary ranges based on classification surveys, class studies and compensation studies performed by outside consultants retained by LACERA.

Section 1 of the ordinance provides for the addition of two new employee classifications and salary ranges for these designated positions, applicable only to LACERA. The LACERA Boards of Retirement and Investments approved the new employee classifications and salary ranges for the two non-represented Information Systems positions as part of the 2006 – 2007 Budget Joint Boards Approval Session on June 7, 2006.

Section 2 of the ordinance provides for the number of ordinance positions for each of the additional employee classifications designated in Section 1 and the MOU Amendments for Bargaining Units 850 and 851.

FISCAL IMPACT/FINANCING

Adoption of the enclosed ordinance will have no fiscal impact on the County of Los Angeles. The entire cost of administering the Retirement Association, including expenses associated with salaries and benefits, are a charge on the earnings of the retirement fund pursuant to Government Code Section 31580.2. There is no financing involved with this action.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Government Code Section 31522.1 authorizes the LACERA Boards to appoint personnel, and further provides such personnel "shall be county employees and shall be subject to the county civil service or merit system rules and shall be included in the salary ordinance or resolution adopted by the Board of Supervisors for the compensation of county officers and employees."

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of this agenda item will not impact current services or projects.

CONCLUSION

The ordinance has been approved as to form by the County Counsel.

Respectfully submitted,



Gregg Rademacher
Chief Executive Officer

- c: LACERA Board of Retirement
LACERA Board of Investments
Executive Officer, Board of Supervisors
Chief Executive Officer
County Counsel
Director of Personnel
Auditor-Controller

SEIU, Local 721

Attachments:

Amendment No. 4 – Bargaining Unit 850

Amendment No. 4 – Bargaining Unit 851

Ordinance with Analysis

**AMENDMENT NO. 4
MEMORANDUM OF UNDERSTANDING
LACERA SUPERVISOR UNIT**

THIS AMENDMENT NO. 4 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 24th day of March 2008.

BY AND BETWEEN

The Los Angeles County Employees Retirement Association (hereinafter referred to as "LACERA")

AND

Los Angeles County Employees Association, SEIU, AFL-CIO (hereinafter referred to as "Local 721")

WHEREAS, on the 4th day of January 2005, the parties entered into a Memorandum of Understanding regarding the Supervisor Unit, which Memorandum of Understanding (hereinafter referred to as "MOU") was subsequently approved and ordered implemented by the Board of Retirement and Board of Investments of LACERA, as well as the Board of Supervisors of the County of Los Angeles (hereinafter referred to as "County"); and

WHEREAS, Article 16, Section 16.5, of said MOU provides that LACERA agrees to provide Local 721 notice and consult pursuant to County Code Section 5.04.090 (A) regarding new classifications, the primary duties of which are derived from Local 721 represented classifications; and

WHEREAS, as a result of a comprehensive classification study recommending new classifications, the parties mutually agreed to the newly created positions;

WHEREAS, the Employee Relations Commission has accreted one (1) new employee classification into BU 851, applicable only to LACERA;

and

WHEREAS, as a result of a compensation study recommending salary revisions to selected LACERA specific accounting classifications;

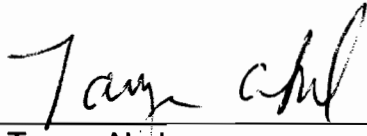
NOW, THEREFORE, the parties agree as follows:

1. Article 7, Section 7.3, Schedule Placement is amended to read:
"Schedule placements for each newly added and selected existing accounting classifications as to agreed upon dates and increases are set forth in Attachment No.1 to this Modification, which Attachment No.1 is attached hereto and incorporated herein by this reference."
2. Amendment No. 4 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This amendment will become effective if and ~~when~~ approved by said Board of Supervisors, in the same manner as provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.
3. Except as herein specifically amended, each and every other provision of said Memorandum of Understanding shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Amendment No. 4 to the Memorandum of Understanding the day, month, and year, first above written.

LOS ANGELES COUNTY
EMPLOYEES UNION, LOCAL 721,
SEIU

BY:

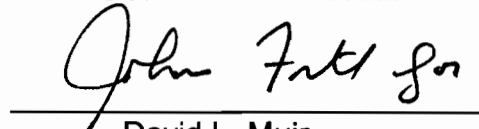

Tanya Akel

LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION AUTHORIZED
MANAGEMENT
REPRESENTATIVE

BY:


Gregg Rademacher
Chief Executive Officer

APPROVED AS TO FORM:


David L. Muir
Chief Counsel

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS.

Bargaining Unit 851**Attachment No. 1**

Item No.	Classification	Date		Salary Schedule
0417	Accounting Officer I, LACERA	1/1/07		85B
		3/1/07		85H
		7/1/07	NN	85H
		4/1/08	NN	86J
		7/1/08	NM	86J
		<u>12/12/07</u>	<u>NN</u>	<u>90C</u>
		<u>1/1/08</u>	<u>NN</u>	<u>91D</u>
		<u>7/1/08</u>	<u>NM</u>	<u>91D</u>
0418	Accounting Officer II, LACERA	1/1/07		89L
		3/1/07		90F
		7/1/07	NN	90F
		4/1/08	NN	91G
		7/1/08	NM	91G
		<u>12/12/07</u>	<u>NN</u>	<u>93K</u>
		<u>1/1/08</u>	<u>NN</u>	<u>94L</u>
		<u>7/1/08</u>	<u>NM</u>	<u>94L</u>
0414	Accounting Technician II, LACERA	1/1/07		72D
		3/1/07		72K
		7/1/07	NN	72K
		1/1/08	NN	73L
		7/1/08	NM	73L
<u>0791</u>	<u>Disability Retirement Support Specialist II, LACERA</u>	<u> *</u>	<u>NN</u>	<u>87F</u>
		<u>7/1/08</u>	<u>NM</u>	<u>87F</u>
0472	Document Processing Coordinator, LACERA	1/1/07		71G
		3/1/07		72B
		7/1/07	NN	72B
		1/1/08	NN	73C
		7/1/08	NM	73C
0432	Intermediate Supervising Clerk, LACERA	1/1/07	NV	70A
		3/1/07	NV	70G
		7/1/07	NV NN	70G
		1/1/08	NV NN	71H
		7/1/08	NV NM	71H

0416	Senior Accountant, LACERA	1/1/07		83D
		3/1/07		83K
		7/1/07	NN	83K
		1/1/08	NN	84L
		7/1/08	NM	84L
		<u>12/12/07</u>	<u>NN</u>	<u>85J</u>
		<u>1/1/08</u>	<u>NN</u>	<u>86K</u>
		<u>7/1/08</u>	<u>NM</u>	<u>86K</u>
0468	Senior Procurement & Supply Clerk, LACERA	1/1/07		73E
		3/1/07		73L
		7/1/07	NN	73L
		1/1/08	NN	75A
		7/1/08	NM	75A
1312	Senior Retirement Benefits Specialist	1/1/07		89F
		3/1/07		90A
		7/1/07	NN	90A
		1/1/08	NN	91B
		7/1/08	NM	91B
0422	Supervising Administrative Assistant I, LACERA	1/1/07		85K
		3/1/07		86E
		7/1/07	NN	86E
		1/1/08	NN	87F
		7/1/08	NM	87F
0431	Supervising Clerk, LACERA	1/1/07	NV	66C
		3/1/07	NV	66J
		7/1/07	NV NN	66J
		1/1/08	NV NN	67K
		7/1/08	NV NM	67K
0462	Supervisor, Mail and Delivery Service, LACERA	1/1/07		70K
		3/1/07		71E
		7/1/07	NN	71E
		1/1/08	NN	72F
		7/1/08	NM	72F

**AMENDMENT NO. 4
MEMORANDUM OF UNDERSTANDING
LACERA ADMINISTRATIVE, TECHNICAL,
CLERICAL AND BLUE COLLAR UNIT**

THIS AMENDMENT NO. 4 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 24th day of March 2008.

BY AND BETWEEN

The Los Angeles County Employees
Retirement Association (hereinafter
referred to as "LACERA")

AND

Los Angeles County Employees
Association, SEIU, AFL-CIO (hereinafter
referred to as "Local 721")

WHEREAS, on the 4th day of January 2005, the parties entered into a Memorandum of Understanding regarding the Administrative, Technical, Clerical and Blue Collar Unit, which Memorandum of Understanding (hereinafter referred to as "MOU") was subsequently approved and ordered implemented by the Board of Retirement and Board of Investments of LACERA, as well as the Board of Supervisors of the County of Los Angeles (hereinafter referred to as "County"); and

WHEREAS, Article 16, Section 16.5, of said MOU provides that LACERA agrees to provide Local 721 notice and consult pursuant to County Code Section

5.04.090 (A) regarding new classifications, the primary duties of which are derived from Local 721 represented classifications; and

WHEREAS, as a result of a comprehensive classification study recommending new classifications, the parties mutually agreed to the newly created positions;

WHEREAS, the Employee Relations Commission has accreted six (6) new employee classifications into BU 850, applicable only to LACERA; and

WHEREAS, as a result of a compensation study recommending salary revisions to selected LACERA specific accounting classifications;

NOW, THEREFORE, the parties agree as follows:

1. Article 7, Section 7.3, Schedule Placement is amended to read:
"Schedule placements for each newly added and selected existing accounting classifications as to agreed upon dates and increases are set forth in Attachment No.1 to this Modification, which Attachment No.1 is attached hereto and incorporated herein by this reference."
2. Amendment No. 4 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This amendment will become effective if and when approved by said Board of Supervisors, in the same manner as provided in Article 4,

which was applicable to the implementation of the original Memorandum of Understanding.

3. Except as herein specifically amended, each and every other provision of said Memorandum of Understanding shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Amendment No. 4 to the Memorandum of Understanding the day, month, and year, first above written.

LOS ANGELES COUNTY
EMPLOYEES UNION, LOCAL 721,
SEIU

BY:

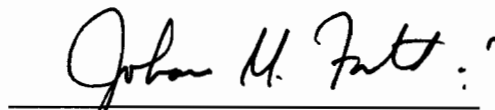

Tanya Akel

LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION AUTHORIZED
MANAGEMENT
REPRESENTATIVE

BY:


Gregg Rademacher
Chief Executive Officer

APPROVED AS TO FORM:


David L. Muir
Chief Counsel

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS.

Bargaining Unit 850**ATTACHMENT No. 1**

Item No.	Classification	Date		Salary Schedule
0411	Account Clerk I, LACERA	1/1/07	NV	62D
		3/1/07	NV	62K
		7/1/07	NV NN	62K
		1/1/08	NV NN	63L
		7/1/08	NV NM	63L
0412	Account Clerk II, LACERA	1/1/07	NV	65C
		3/1/07	NV	65J
		7/1/07	NV NN	65J
		1/1/08	NV NN	66K
		7/1/08	NV NM	66K
0415	Accountant, LACERA	1/1/07		79B
		3/1/07		79H
		7/1/07	NN	79H
		4/1/08	NN	80J
		7/1/08	NM	80J
		<u>12/12/07</u>	<u>NN</u>	<u>81G</u>
		<u>1/1/08</u>	<u>NN</u>	<u>82H</u>
		<u>7/1/08</u>	<u>NM</u>	<u>82H</u>
0413	Accounting Technician I, LACERA	1/1/07		68E
		3/1/07		68L
		7/1/07	NN	68L
		4/1/08	NN	70A
		7/1/08	NM	70A
		<u>12/12/07</u>	<u>NN</u>	<u>73A</u>
		<u>1/1/08</u>	<u>NN</u>	<u>74B</u>
		<u>7/1/08</u>	<u>NM</u>	<u>74B</u>
0419	Administrative Services Analyst I, LACERA	1/1/07	N2	72D
		3/1/07	N2	72K
		7/1/07	N2 NN	72K
		1/1/08	N2 NN	73L
		7/1/08	N2 NM	73L
0420	Administrative Services Analyst II, LACERA	1/1/07		81H
		3/1/07		82C
		7/1/07	NN	82C
		1/1/08	NN	83D
		7/1/08	NM	83D

Item No.	Classification	Date		Salary Schedule
0421	Administrative Services Analyst III, LACERA	1/1/07		85H
		3/1/07		86C
		7/1/07	NN	86C
		1/1/08	NN	87D
		7/1/08	NM	87D
0456	Assistant Data System Analyst, LACERA	1/1/07		87L
		3/1/07		88F
		7/1/07	NN	88F
		1/1/08	NN	89G
		7/1/08	NM	89G
0428	Clerk, LACERA	1/1/07	N3 NV	51B
		3/1/07	N3 NV	51H
		7/1/07	N3 NV NN	51H
		1/1/08	N3 NV NN	52J
		7/1/08	N3 NV NM	52J
0457	Data System Analyst I, LACERA	1/1/07		90L
		3/1/07		91F
		7/1/07	NN	91F
		1/1/08	NN	92G
		7/1/08	NM	92G
0458	Data Systems Analyst II, LACERA	1/1/07		93G
		3/1/07		94B
		7/1/07	NN	94B
		1/1/08	NN	95C
		7/1/08	NM	95C
<u>0790</u>	<u>Disability Retirement Support Specialist I, LACERA</u>	<u> *</u>	<u>NN</u>	<u>83D</u>
		<u>7/1/08</u>	<u>NM</u>	<u>83D</u>
0471	Document Processing Assistant, LACERA	1/1/07		68G
		3/1/07		69B
		7/1/07	NN	69B
		1/1/08	NN	70C
		7/1/08	NM	70C

Item No.	Classification	Date		Salary Schedule
0451	EDP Programmer Analyst, LACERA	1/1/07	N2	91A
		3/1/07	N2	91G
		7/1/07	N2 NN	91G
		1/1/08	N2 NN	92H
		7/1/08	N2 NM	92H
0452	EDP Senior Programmer Analyst, LACERA	1/1/07		96A
		3/1/07		96G
		7/1/07	NN	96G
		1/1/08	NN	97H
		7/1/08	NM	97H
7956	Graphic Artist, LACERA	1/1/07		81E
		3/1/07		81L
		7/1/07	NN	81L
		1/1/08	NN	83A
		7/1/08	NM	83A
0429	Intermediate Clerk, LACERA	1/1/07	NV	61J
		3/1/07	NV	62D
		7/1/07	NV NN	62D
		1/1/08	NV NN	63E
		7/1/08	NV NM	63E
0443	Intermediate Stenographer, LACERA	1/1/07	N2 NV	67B
		3/1/07	N2 NV	67H
		7/1/07	N2 NV NN	67H
		1/1/08	N2 NV NN	68J
		7/1/08	N2 NV NM	68J
0445	Intermediate Typist-Clerk, LACERA	1/1/07		62H
		3/1/07		63C
		7/1/07	NN	63C
		1/1/08	NN	64D
		7/1/08	NM	64D
<u>0789</u>	<u>Media Artist, LACERA</u>	<u> </u> *	<u>NN</u>	<u>89D</u>
		<u>7/1/08</u>	<u>NM</u>	<u>89D</u>

Item No.	Classification	Date		Salary Schedule
0461	Messenger Driver, LACERA	1/1/07		62B
		3/1/07		62H
		7/1/07	NN	62H
		1/1/08	NN	63J
		7/1/08	NM	63J
0433	Payroll Clerk, LACERA	1/1/07	NV	68C
		3/1/07	NV	68J
		7/1/07	NV NN	68J
		1/1/08	NV NN	69K
		7/1/08	NV NM	69K
0463	Procurement Assistant I, LACERA	1/1/07		72A
		3/1/07		72G
		7/1/07	NN	72G
		1/1/08	NN	73H
		7/1/08	NM	73H
0464	Procurement Assistant II, LACERA	1/1/07		76A
		3/1/07		76G
		7/1/07	NN	76G
		1/1/08	NN	77H
		7/1/08	NM	77H
0467	Procurement & Supply Clerk, LACERA	1/1/07		69E
		3/1/07		69L
		7/1/07	NN	69L
		1/1/08	NN	71A
		7/1/08	NM	71A
0466	Receptionist, LACERA	1/1/07		63H
		3/1/07		64C
		7/1/07	NN	64C
		1/1/08	NN	65D
		7/1/08	NM	65D

Item No.	Classification	Date		Salary Schedule
1309	Retirement Benefits Specialist I	1/1/07		71F
		3/1/07		72A
		7/1/07	NN	72A
		1/1/08	NN	73B
		7/1/08	NM	73B
1310	Retirement Benefits Specialist II	1/1/07		77F
		3/1/07		78A
		7/1/07	NN	78A
		1/1/08	NN	79B
		7/1/08	NM	79B
1311	Retirement Benefits Specialist III	1/1/07		84A
		3/1/07		84G
		7/1/07	NN	84G
		1/1/08	NN	85H
		7/1/08	NM	85H
0438	Secretary, LACERA	1/1/07	NV	71D
		3/1/07	NV	71K
		7/1/07	NV NN	71K
		1/1/08	NV NN	72L
		7/1/08	NV NM	72L
0430	Senior Clerk, LACERA	1/1/07	NV	66C
		3/1/07	NV	66J
		7/1/07	NV NN	66J
		1/1/08	NV NN	67K
		7/1/08	NV NM	67K
0455	Senior Systems Aid, LACERA	1/1/07		77F
		3/1/07		78A
		7/1/07	NN	78A
		1/1/08	NN	79B
		7/1/08	NM	79B

Item No.	Classification	Date		Salary Schedule
0446	Senior Typist-Clerk, LACERA	1/1/07	NV	67B
		3/1/07	NV	67H
		7/1/07	NV NN	67H
		1/1/08	NV NN	68J
		7/1/08	NV NM	68J
0426	Staff Assistant I, LACERA	1/1/07		73E
		3/1/07		73L
		7/1/07	NN	73L
		1/1/08	NN	75A
		7/1/08	NM	75A
0427	Staff Assistant II, LACERA	1/1/07		80E
		3/1/07		80L
		7/1/07	NN	80L
		1/1/08	NN	82A
		7/1/08	NM	82A
0454	Systems Aid, LACERA	1/1/07		71F
		3/1/07		72A
		7/1/07	NN	72A
		1/1/08	NN	73B
		7/1/08	NM	73B
0444	Typist-Clerk, LACERA	1/1/07	N3 NV	54G
		3/1/07	N3 NV	55B
		7/1/07	N3 NV NN	55B
		1/1/08	N3 NV NN	56C
		7/1/08	N3 NV NM	56C
<u>0788</u>	<u>Web Designer, LACERA</u>	<u> </u> *	<u>NN</u>	<u>91L</u>
		<u>7/1/08</u>	<u>NM</u>	<u>91L</u>
<u>0787</u>	<u>Web Support Technician, LACERA</u>	<u> </u> *	<u>NN</u>	<u>85F</u>
		<u>7/1/08</u>	<u>NM</u>	<u>85F</u>
0447	Word Processor I, LACERA	1/1/07		66F
		3/1/07		67A
		7/1/07	NN	67A
		1/1/08	NN	68B
		7/1/08	NM	68B

Item No.	Classification	Date		Salary Schedule
<u>0785</u>	<u>Writer I, LACERA</u>	<u> </u> *	<u>NN</u>	<u>80C</u>
		<u>7/1/08</u>	<u>NM</u>	<u>80C</u>
<u>0786</u>	<u>Writer II, LACERA</u>	<u> </u> *	<u>NN</u>	<u>85F</u>
		<u>7/1/08</u>	<u>NM</u>	<u>85F</u>
0448	Word Processor II, LACERA	1/1/07		70F
		3/1/07		71A
		7/1/07	NN	71A
		1/1/08	NN	72B
		7/1/08	NM	72B